



The MOR Coaching Process

Partnership with a MOR Coach supports and accelerates an individual's professional and personal development. Coaching is a space where you envision and progress from where you are to where you want to be, sharpening skills and enhancing capabilities along the way.



Your MOR Coach

Your MOR coach serves as a thought partner in your leadership journey – one who provides a safe, supportive, and encouraging place for you to work things out and help you find the answers within. They will help you achieve your goals and push through obstacles that could hinder your development.

As a source of reflection, motivation, and encouragement, your coach will provide you with constructive feedback. This may include feedback that is difficult to hear and is designed to stretch and challenge you to enable a transformative MOR experience. This will also include holding you accountable to the goals you set for yourself.

The MOR Coaching Process

Through the course of your MOR experience, your coach will help you debrief your 360° feedback or other leadership assessments, identify strengths and areas of opportunity, and assist you in creating goals and practices.



The MOR coaching process leverages open-ended questions and active listening to help you:

- sort out what is important
- see new possibilities for growth
- align your efforts with your priorities

Your Role

You are expected to be an active participant in the coaching process. Prepare and reflect prior to each coaching session to get the most out of this incredible resource. Be ready to share or discuss:



- Your take-aways and reflections on your most recent workshop or MOR session
- Important priorities or work challenges
- Ideas or focus areas for your goals and practices
- Where you are getting good traction, and where you feel stuck

Coaching Groundrules

- Coaching is a confidential relationship; whatever you share remains between you and your coach.
- A coach may offer appropriate suggestions and advice from time to time, but the intent of coaching is for you to take ownership of your focus and your actions.

The results of your coaching experience are a function of the intention and effort put in. **Showing up prepared, engaged, and committed to your coaching session will help make your MOR experience transformational.**

